

SRUF - Support for the Recruitment of Under-Represented Faculty

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- *At IUPUI, diversity is a key value – enriches academic experience, diverse faculty provide excellent role models, help retention*
- *SRUF – for recruiting tenured/tenure-track faculty*
- *Developed and started in 2006 – early initiative in the IUPUI Academic Plan*



Diversity adds excitement to education !



- *Percentage of any gender or race in a department is less than 15% of the total tenured/tenure track faculty in the department and the nationally available pool of candidates in that discipline is also less than 15% (data available from the Office of Affirmative Action)*
- *\$50K first year, \$25K recurring - transferred to department base funds*
- *\$500K recurring funds was the initial commitment - will support 20 hires*
- *Ideas provided to deans, department chairs, search committees in order to enhance the diversity of the pool of candidates*
- *SRUF initiative proved very successful in broadening searches and attracting talented under-represented faculty to IUPUI*
- *Increased to \$800K recurring funds - will support 32 hires*
- *Program ran for 3 years from October 2006 until June 30, 2009 – then put on hold*

SRUF Hires and Central Expenditures (in thousands of \$)

<i>School</i>	<i>Faculty (2010)</i>	<i>\$ in 3 years</i>	<i>\$ in FY 2011</i>
<i>Medicine</i>	<i>14</i>	<i>925</i>	<i>350</i>
<i>Liberal Arts</i>	<i>5</i>	<i>400</i>	<i>125</i>
<i>Engineering & Tech</i>	<i>4</i>	<i>325</i>	<i>100</i>
<i>Education</i>	<i>3</i>	<i>325</i>	<i>75</i>
<i>Nursing</i>	<i>2</i>	<i>275</i>	<i>50</i>
<i>Dentistry</i>	<i>3</i>	<i>200</i>	<i>75</i>
<i>Science</i>	<i>3</i>	<i>200</i>	<i>75</i>
<i>SPEA</i>	<i>0</i>	<i>175</i>	<i>0</i>
<i>SLIS</i>	<i>2</i>	<i>125</i>	<i>50</i>
<i>SHRS</i>	<i>2</i>	<i>125</i>	<i>50</i>
<i>Herron</i>	<i>1</i>	<i>100</i>	<i>25</i>
<i>IUPUC</i>	<i>1</i>	<i>125</i>	<i>25</i>
<i>Social Work</i>	<i>1</i>	<i>50</i>	<i>25</i>
<i>Total</i>	<i>41</i>	<i>\$ 3,350</i>	<i>\$ 1,025</i>

Faculty Retention



Hire to retain!

- **3-year faculty review policy passed and enforced**
- **Promotion and Tenure workshops**
- **Written departmental expectations of excellence in their discipline**
- **Department chair meetings every semester**
- **Faculty “graduation rate” – average tenure rate = 58%**

Cohort Year	# Assistant Professors	# Getting Tenure	Faculty Tenure Rate
1996	57	33	57.9%
1997	56	24	42.9%
1998	49	33	67.3%
1999	48	31	64.6%

Must make a determined effort to retain SRUF faculty

All SRUF faculty have assigned mentors

Faculty Appointments and Advancement helps progress via a meeting with SRUF faculty every semester

Annual one page progress report from department chair

Gender and ethnic representation among tenured/tenure-track faculty

Year	2003	2004	2005	2006	2007	2008	2009	2010
Total	1272	1309	1321	1305	1290	1300	1325	1359
Female	358	374	391	388	397	415	413	439
Minority	227	241	252	247	257	286	305	328
Female %	28.1%	28.6%	29.6%	29.7%	30.8%	31.9%	31.2%	32.3%
Minority %	17.8%	18.4%	19.1%	18.9%	19.9%	22.0%	23.0%	24.1%

- 2010 means October 1, 2010
- Minority includes African American, Hispanic, Native Americans, Asian

Minority % has increased more than 5 percentage points since 2006.

SRUF resumes October 1, 2011.